

Comparisons of Job Characteristics

Focus Occupation: [Healthcare Social Workers \(21-1022\)](#)

Associated Occupation: [Social and Community Service Managers \(11-9151\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Healthcare Social Workers (21-1022)

Associated Occupation: Social and Community Service Managers (11-9151)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Customer and Personal Service	11.3	20.5	18.8	0	Current knowledge level may be sufficient
Psychology	6.4	17.1	22.5	>>	Current knowledge level is likely more than sufficient
Administration and Management	8.4	16.4	9.2	<<	Extensive education and/or training may be required
English Language	11.2	16.4	15.6	0	Current knowledge level may be sufficient
Therapy and Counseling	3.8	16.2	23.5	>>	Current knowledge level is likely more than sufficient
Personnel and Human Resources	5.6	13.2	8.0	<<	Extensive education and/or training may be required
Clerical	7.3	12.2	8.5	<<	Extensive education and/or training may be required
Sociology and Anthropology	4.1	11.9	17.9	>>	Current knowledge level is likely more than sufficient
Philosophy and Theology	3.2	8.7	11.4	>>	Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 85

Focus Occupation: Healthcare Social Workers (21-1022)

Associated Occupation: Social and Community Service Managers (11-9151)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Social Perceptiveness	9.1	15.4	17.1	>	Skill level is likely sufficient

Time Management	8.9	15.0	10.4	<<	Extensive development of skills in this area may be required
Management of Personnel Resources	6.9	14.8	9.3	<<	Extensive development of skills in this area may be required
Coordination	9.1	14.5	11.6	<	A higher skill level may be required
Monitoring	9.9	14.4	11.3	<<	Extensive development of skills in this area may be required
Judgment and Decision Making	9.4	14.2	12.3	<	A higher skill level may be required
Service Orientation	7.9	13.5	14.1	0	Current skill level may be sufficient
Systems Analysis	6.5	12.8	9.4	<<	Extensive development of skills in this area may be required
Systems Evaluation	6.4	12.8	9.7	<<	Extensive development of skills in this area may be required
Management of Financial Resources	3.3	11.3	1.2	<<	Extensive development of skills in this area may be required
Management of Material Resources	3.7	8.8	1.2	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 96			
Focus Occupation: Healthcare Social Workers (21-1022)					
Associated Occupation: Social and Community Service Managers (11-9151)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	16.2	15.4	0	Current ability level may be sufficient
Oral Expression	12.4	16.2	15.7	0	Current ability level may be sufficient
Speech Clarity	10.2	16.2	12.3	<<	Extensive improvement in abilities may be required
Written Comprehension	11.0	14.5	13.9	0	Current ability level may be sufficient
Deductive Reasoning	10.6	14.2	14.3	0	Current ability level may be sufficient
Problem Sensitivity	11.1	14.2	13.9	0	Current ability level may be sufficient
Speech Recognition	9.9	14.2	14.4	0	Current ability level may be sufficient
Written Expression	9.8	13.6	12.4	0	Current ability level may be sufficient
Fluency of Ideas	7.6	12.2	11.1	0	Current ability level may be sufficient
Originality	7.6	12.2	10.1	<	Some improvement in abilities may be required
Number Facility	6.3	9.9	5.3	<<	Extensive improvement in abilities may be required
Time Sharing	6.6	8.6	7.6	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 76

Focus Occupation: Healthcare Social Workers (21-1022)
Associated Occupation: Social and Community Service Managers (11-9151)

Work Activities	Exclusivity of Activity
Determine social service program status	87
Develop policies, procedures, methods, or standards	21
Use agency mission as a guideline in social services delivery	84

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 87

Focus Occupation: Healthcare Social Workers (21-1022)
Associated Occupation: Social and Community Service Managers (11-9151)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Data management and query software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.